I. Constitution of the Forest Department.

C (I). UPPER SUBORDINATE BRANCH—*continued*.

Appointments—*continued*.

(*c*) They must find sureties to execute a bond guaranteeing that under special circumstances they will refund all monies expended by Government on the student's education.

(*d*) They acquire the privilege of receiving a stipend during the period of training at the College, and a guarantee of an appointment worth not less than Rs. 50 per mensem, provided they pass out satisfactorily.

(Forms of agreement and bond may be procured from the Conservator or Deputy Conservator who nominated the student.)

9. The Conservators and Deputy Conservator in charge of Circles will be responsible for the preliminary training of students selected in their respective Circles and will be empowered to pay such students a travelling allowance of Rs. 25 per mensem during the period of such training.

10. Selected stipendiary students shall be granted an allowance of not less than Rs. 40 per mensem for Natives, and not less than Rs. 50 per mensem for Europeans and Eurasians, during the period of the College course; and appointments worth not less than Rs. 50 per mensem shall be guaranteed to them immediately on passing out of the College successfully and obtaining the Higher Standard certificate.*

37. Government reserve to themselves the power to make appointments for exceptional reasons otherwise than in accordance with the foregoing rules.

Obligations of stipendiary students while at Dehra Dun.

38. All stipendiary students while undergoing the course of the Imperial Forest School, Dehra Dun, will be expected to conform with such rules and regulations as may from time to time be laid down to regulate the constitution of the studies and discipline at the School.†

Rules regulating the orders of appointment of passed trained candidates to the Ranger's grade.

39. I. A list shall be kept by the senior Conservator of Forests on which the names of the passed candidates for the appointment of Forest Ranger shall be arranged in order of merit reckoned by their place in the list and of seniority reckoned by the year or term in which they pass through the prescribed course at the Imperial Forest School, Dehra Dun, and obtain the certificate in Forestry (Higher Standard).

II. A copy of the list shall be furnished to the other Conservators and Deputy Conservator in charge of Circles.

III. Every passed candidate will be required to intimate to the Director of the Forest School, at the time of passing, the Circle in which he would prefer to serve,

* Government Resolution, Revenue Department, No. 8149, dated 12th August 1908.
† Government Resolution No. 4221, dated 30th June 1903.

C (I). UPPER SUBORDINATE BRANCH—*continued.*

Appointments - *concluded.*

and (*a*) whether he is ready to accept an appointment in any other Circle, or (*b*) whether he prefers before accepting any appointment to await the occurrence of a vacancy in the Circle of his choice.

IV. In case (*a*) he will be offered the first vacancy that occurs in any Circle in which he has intimated his readiness to serve, provided that if several vacancies occur simultaneously in different Circles, he will ordinarily be allowed to choose, in order of seniority and merit, the vacancy occurring in the Circle of his choice or such other Circle as he prefers.

V. In case (*b*) he will be offered the first vacancy which occurs in the Circle of his choice, provided that if no vacancy occurs in that Circle within two years of his passing, he will be required to take an appointment if offered him in another Circle.

VI. Vacancies as they occur should be reported at once to the senior Conservator by the other Conservators and Deputy Conservator concerned, and acceptance of appointments offered should be communicated immediately by him to the other Heads of Circles.*

Gradation list and pay.

40. The Bombay Upper Subordinate Forest Service comprises the following appointments :—

Circle.	Rangers on pay Rs.				
	100	80	70	60	50
Northern Circle	1	4	...	2	4
Southern do.	2	3	...	3	6
Central do.	2	2	...	4	8
Sind do.	...	1	1	1	2
Total ...	5	10	1	10	20†

* Government Resolutions No. 8142, dated 21st October 1904; and No. 3640, dated 4th May 1905.
† *Vide* Government Resolution No. 404, dated 16th January 1911.

No. 89.

Page 16, Section 40.

In the list subjoined to this section *for* the figure '6' under 50 against Northern Circle, *substitute* '9' and *alter* the total from '21' to '24'.

Add the following to the foot-note † :—

and Government Order, R. D., No. 10876, dated 11th November 1916.

Section 40, page 16.

Substitute the following for the list :-

Circle.	Rangers on pay Rs.					
	150	125	100	80	60	50
Northern Circle	2	3	5	7	8	6
Central do.	2	4	5	9	9	7
Southern do.	2	4	5	9	9	5
Sind do.	0	1	2	3	3	3
Total ...	6	12	17	28	29	21

No. 62

Section 40, Page 16.

Add to the list the following :—

Circle.	Surveyor-Rangers on pay Rs.	
	60	50
Northern Circle	1	1
Central do.	1	1
Southern do.	1	1
Total ...	3	3

Government Resolution No. 3602, dated 4th October 1913, Financial Department.

Strike out clause (iv) 3 of this section and the two Government Resolutions quoted at the end of the section.

Add the following new clause :—

(vii) The allowances sanctioned for Navapur and Peint apply also to the following parts of the Kanara and Belgaum Districts :—

1. Kulgi, Virnoli and Dandeli Ranges of the Kanara Northern Division.
2. Gund range and Sulgeri beat of the Kanara Western Division.
3. Ramanguli Round and Sunksal beat of the Kanara Central Division.
4. Yellapur, Kirwatti, Bhartnalli, Mundgod and Katur ranges of the Kanara Eastern Division.
5. Tawargatti and Nagargali Rounds of the Belgaum Division.†

The allowances are admissible to Forest subordinates on the permanent as well as temporary establishments entertained even for lesser periods than 12 months in the localities mentioned above.‡

At the end of clause (vi) *add* the mark '*'.

In the foot-note on page 17 strike out the entries marked with *, †, ‡ and ¶ and *add* the following :—

* Government Resolution, F. D., No. 3112, dated 29th September 1911.

† Government Resolutions, F. D., Nos. 1389, dated 1st April 1913, and 1451, dated 30th March 1914,

and Government Order, R. D., No. 10681, dated 7th October 1915.

‡ Government Resolution, R. D., No. 10663, dated 7th October 1915.

Page 17, section 41—

For items 1 and 2 of clause (vii) *substitute* the following :—

"1. Kulgi, Virnoli, Dandeli, Haliyal and Sambrani Ranges of the Kanara Northern Division.

2. Gund Range and the remaining parts of Supa Petha and Sulgeri beat of the Kanara Western Division."

(Government Order, Financial Department, No. 1738 of 3rd May 1918.)

Page 17.

Delete sections 41, 42, 43 and 43c and substitute the following :—

"Local and bad climate allowances are sanctioned according to the following scales to forest subordinates serving in the different tracts mentioned :—

(i) For the Akrani and the Dangs :—

Officers on salaries of Rs. 50 and above			Rs. 20	Allowance per mensem.	
Do.	of Rs. 30 and less than	Rs. 50	Rs. 10	„	„
Do.	of Rs. 15 „	Rs. 30	Rs. 5	„	„
Do.	of Rs. 12 „	Rs. 15	Rs. 3	„	„
Do.	of less than	Rs. 12	Rs. 2	„	„

(ii) The above scale applies to officers of the Surat District while touring or residing on duty in the Dangs or Mandvi.

(iii) For Navapur and Peint :—

Officers on salaries of Rs. 150 and above			Rs. 20	Allowance per mensem.	
Do.	of Rs. 50 and less than	Rs. 150	Rs. 15	„	„
Do.	of Rs. 15 „	Rs. 50	Rs. 5	„	„
Do.	of less than	Rs. 15	Rs. 2	„	„

(iv) Forest subordinates serving in the following tracts should draw the allowances sanctioned for Navapur and Peint :—

1. Nandurbar, Taloda, Sakri and Shirpur Talukas of the West Khándesh District. (Officers with head-quarters at Taloda will not be eligible for the allowance).

2. Mandvi Range of the Surat District and Mokháda Range of the Thána District.

3. Kulgi, Dandeli and Gund Ranges of Kánara Northern Division, Sulgeri, Ramanguli and Sunksal Beats of Kánara Western Division.

Yellápur, Kirwatti, Bhartnalli, Mundgod and Katur Ranges of Kánara Eastern Division.

(v) An allowance of Rs. 50 per mensem is allowed to the Range Forest Officer of Akrani.

(vi) An increase of Rs. 5 per mensem in the permanent travelling allowance admissible under Government Resolutions No. 1365, dated 14th April, and 4392, dated 4th July 1903 to the Sheristadar and Clerks of the Divisional Forest Officer, Surat, while touring in the Dangs, should be continued.

Government Resolutions No. 3112, dated 29th September 1911, and No. 443, dated 17th January 1913, Revenue Department.

Renumber sections 43a and 43b making them 42 and 43 respectively.

I. Constitution of the Forest Department.

C (I). UPPER SUBORDINATE BRANCH—*continued.*

Allowances.

41. At the time the Gund working plan, of the North Kánara Division, was sanctioned, owing to the officers serving in that locality being subjected to "inconveniences and disagreeableness of life," sanction was given to an extra allowance of Rs. 20, Rs. 10 and Rs. 2 per mensem, respectively, to Rangers, Foresters and Guards.*

Special allowances to men serving in the Gund working circle of the Kánara Northern District.

42. A grant of local allowance of Rs. 15 and Rs. 10, respectively, is given to Rangers and Foresters serving in the Dángs.†

Special allowances to Rangers and Foresters serving in the Dángs of the Surat Division.

43. The following local allowances are sanctioned for men serving in Navápur and Akráni Ranges of the North Khándesh Division :—

Special allowances to Rangers, Foresters and Guards serving in Navápur and Akráni Ranges of the North Khándesh Division.

To officers on	Rs. 80 and upwards	Rs. 20	per mensem.
" " between	Rs. 15 and 60	...Rs. 5	"
" " "	Rs. 12 and 15	...Re. 3	"
" " "	Rs. 9 and 12	...Re. 1	"
" " below	Rs. 9	...As. 8	"‡

43a. A hill allowance of Rs. 1-8-0 per mensem is sanctioned for the Guards in the Mahábleshwar Range of the Sátára Division from 1st April 1905.§

Hill allowance for guards, Mahábleshwar.

43b. Conservators should decide what form of conveyance a forester should use, and where a bicycle is as serviceable as a pony travelling allowances should be allowed at the same rate for a bicycle as for a pony.‖

Conveyances, pony or bicycle.

43c. Local allowance, on the same scale as laid down for the subordinates serving in Navápur and Akráni Ranges of the North Khándesh Division, is sanctioned to officers of the Forest Department serving in the Peint Táluka and Baragaon Dángs, provided that they have their home above and not below ghats.¶

Promotion.

44. Seniority will carry weight only in the event of other claims to promotion being considered equal. Merit, physical and general suitability will be the main consideration.$

Promotion.

* Government Resolution No. 9450, dated 26th November 1896.
† Government Resolution No. 8657, dated 8th December 1902.
‡ Government Resolution No. 2193, dated 23rd June 1904.
§ Government Resolution No. 2289, dated 18th March 1905.
‖ Government Resolution, Revenue Department, No. 9012, dated 6th November 1905.
¶ Government Resolution, Financial Department, No. 2747, dated 27th June 1908.
$ Accompaniment to Government Resolution, Revenue Department No. 4221, dated 30th June 1903.

I. Constitution of the Forest Department.

C (I). UPPER SUBORDINATE BRANCH—*concluded.*

Leave and Pension.

Leave rules for officers drawing Rs. 100 a month and less.

45. Officers drawing Rs. 100 a month or less shall be eligible for privilege leave under the same conditions as officers on higher pay. Article 262 of the Civil Service Regulations may accordingly be cancelled.*

Daily allowance not admissible during casual leave.

46. [For rules regarding casual leave and orders on the same, read sections 18 to 22, Standing Orders, Forests. Daily allowance is not admissible to officers on tour during their absence from camp on casual leave or holidays. An officer returning to head-quarters on a Sunday or public holiday is not entitled to draw travelling allowance for the journey or to draw halting allowance for the day or days spent at head-quarters.]†

Pension.

47. Pension rules applicable to officers of the Upper Subordinate Forest Service are governed by the rules laid down in the Civil Service Regulations.

C (II). Lower Subordinate Branch.

Appointments.

Appointment of Foresters.

48. 1. Permanent or officiating appointments to the classes of Deputy Ranger and Forester in any grade shall be made by the Conservators and Deputy Conservator of Circles—

(*a*) by promotion of subordinates of long service and tried ability and probity, irrespective of the special training they may have undergone or the educational certificates they may have obtained;

(*b*) by promotion of subordinates, or direct appointment of candidates, who have undergone a course of training at any of the local Forest Schools or Classes for instruction and obtained a certificate of competence and good conduct; and

(*c*) by direct appointment of candidates who have obtained the Lower Standard certificate after two years' training at the Imperial Forest College.

2. A seniority list of subordinates qualified or recommended for promotion in accordance with the preceding rule, and a list of candidates qualified for direct appointment in accordance with that rule, shall be kept by the Conservator or Deputy Conservator in charge of a Circle, showing the educational qualifications of each man, the special training he may have undergone, and the opinions expressed from time to time regarding his suitability for promotion.

* No. 104 (Financial), dated India Office, London, 15th July 1904.
† Government Resolution No. 4536, dated 29th November 1906.

No. 97.

Page 18, Section 46.

Add the following clause :—

Officers who have taken casual leave in the course of a halt at head-quarters may be allowed to draw the actual expenses (not exceeding the daily allowance) of keeping up camp equipage either at their head-quarters or at a place other than the head-quarters, provided it is necessary to do so in the interest of the public service.

Add the following || foot-note.—

|| Government Order, Financial Department, No. 92, dated 10th January 1917,

and to the note '†' the following :—

"and No. 929, dated 8th March 1905, Financial Department."

14.

Section 48, page 18.

Strike out the word 'Deputy' in the first line and the words 'Ranger an in the second line of rule 1. Also strike out the word 'Imperial' in the seco line of clause (*c*) and add after 'college' "and Research Institute, Dehra Dun."

Page 19, Section 49.

Add the following clause:—

The Conservators are authorized to sanction, within the limits of budget provision, the employment after 30th June of substitutes in place of men deputed to attend forest instruction classes, on the distinct understanding that such substitutes are to be employed only in exceptional cases. ||

Add to foot-note:—

|| Government Resolution, R. D., No. 7340, dated 7th August 1913.

15.

Foot note '*' to section 48, page 19.

Substitute '1540, dated 17th February 1913' for '8149, dated 12th August 1908.'

16.

Section 49, page 19.

Add the following clause to this:—

"The Instructor is allowed a special allowance of Rs. 50 per mensem while actually engaged on the work of giving instruction, subject to the condition that the salary of the officer does not exceed Rs. 750 per mensem."

17.

Foot note '†' to section 49, page 19.

Add "and No. 7266, dated 31st July 1911, Revenue Department."

I. Constitution of the Forest Department.

C (II). LOWER SUBORDINATE BRANCH—*continued.*

Appointments—*concluded.*

Gradation list and pay.

51. The Lower Bombay Subordinate Forest Service comprises the following appointments :—

Circle.	Foresters on pay Rs.			Guards on pay Rs.						
	40	30	20	15	12	10	9	8	7	6
Northern Circle ...	6	8	8	36	50	74	94	233	402	...
Southern do. ...	8	12	32	25	70	113	101	153	219	...
Central do. ...	17	24	23	52	103	146	141	323	712	...
Sind do. ...	4	8	6	5	25	25	...	50	156	45
Total ...	35	52	69	118	248	358	336	759	1,489	45*

Allowances.

Special allowances in the Gund working circle, North Kánara.

52. For special allowances granted in the Gund working circle of the North Kánara Division see section 41, Standing Orders, Forests.

Special allowance to guards in the Mándvi, Dángs and Mokháda Ranges.

53. An extra allowance of Rs. 2 per mensem is sanctioned for guards serving in Mándvi and Dángs Ranges of the Surat Division and Mokháda Range in the Central Thána Division.†

Special allowances to Foresters in the Dángs.

54. For special allowances granted to Foresters serving in the Dángs, read section 42; Standing Orders, Forests.

Special allowances to men serving in Navápur and Akráni Ranges of the North Khándesh Division.

55. For special allowances granted to Foresters and guards serving in portions of the North Khándesh Division read section 43, Standing Orders, Forests.

* Government Resolutions, Financial Department, No. 2586, dated 10th September 1885; No. 2913, dated 13th October 1885; and No. 2976, dated 23rd October 1885.

† Government Resolutions No. 1436, dated 17th February 1896; and No. 8657, dated 8th December 1902.

Foot note '*' to section 51, page 20.

Substitute "Government Resolution No. 404, dated 16th January 1911, Revenue Department" for the whole existing entry.

C (II). LOWER SUBORDINATE BRANCH—*continued.*

Appointments—*continued.*

3. Forest guards will as a rule be recruited locally but the Divisional Forest Officer shall not be debarred from appointing applicants other than local who possess other qualifications in addition to those of good physique, character, etc.

4. Promotions, both officiating and permanent, to the Rs. 15 grade will be made ordinarily by Divisional Forest Officers, provided that the Conservator or Deputy Conservator in charge of a Circle may from time to time make direct appointments to that grade.

5. Government reserve to themselves the power to make appointments for exceptional reasons otherwise than in accordance with the foregoing rules.*

Local Forest Schools.

49. The Establishment of Forest Schools for the training of foresters and guards on the lines sketched out in the Conservator, Southern Circle's Confidential letter No. A-1166, dated 21st May 1907, and printed as an accompaniment to Government Resolution No. 8810, dated 4th September 1907, was sanctioned under Government Resolution No. 1192, dated 4th February 1908.

The course of training extends from March 1st to October 31st. In each Circle an Extra Assistant Conservator of Forests is appointed by the Conservator as Instructor.

The practical course in the Forests commences on March 1st and continues until the rainy season.

During the rains the class is held at Thána for the Northern Circle, Poona for the Central Circle, and at Belgaum for the Southern Circle.

Examinations are held and the Conservators grant certificates to the passed candidates in their respective Circles. A local allowance of Rs. 3 per mensem is granted to forest subordinates during the period they are deputed to attend the Forestry classes.†

Guards should when possible be local men.

50. The general rule laid down by Government is that guards should be local men and be but rarely transferred.‡

* Government Resolution, Revenue Department, No. 8149, dated 12th August 1908.—

† Government Resolutions No. 8810, dated 4th September 1907; No. 1192, dated 4th February 1908; No. 4222, dated 27th April 1908; and No. 2872, dated 29th July 1909.

‡ Government Resolution, Revenue Department, No. 1626, dated 11th March 1902.

Page 20, Section 51.

Add the following clause :—

The service of all Forest guards on pay exceeding Rs. 10 per month who were in service on the 28th March 1914 should be reckoned as superior for the purpose of pension.§

Officers who begin service as Forest guards on the inferior scale and subsequently rise to appointments in superior service in or above the rank of Forest guard may count their whole service towards pension or gratuity on the superior scale.§

All Forest guards, whatever their status may be as regards pension, are inferior servants for the purpose of the Travelling allowance rules.‖

Add to foot-note :—

§ Government Resolutions, R. D., Nos. 10313, dated 27th October 1914, and 4588, dated 24th April 1915.

‖ Government Resolution, R. D., No. 182, dated 7th January 1915.

Section 51, page 20

Substitute the following for the list :—

Circle.	Foresters on pay Rs.						Guards on pay Rs.			
	40	35	30	25	20	15	12	10	9	8
Northern Circle	5	9	13	22	21	18	135	223	540	74
Central do.	5	9	14	22	22	18	147	245	484	104
Southern do.	6	11	17	28	28	23	108	180	432	88
Sind do.	0	2	4	6	7	3	50	81	199	22
Total ...	16	31	48	78	78	62	440	729	1,655	288

No. 63.

Section 51, Page 20.

Add to the list the following :—

Circle.	Surveyor—Foresters on pay Rs.				
	40	35	30	25	20
Northern Circle	1	1	2	8	2
Central do.	1	1	3	10	4
Southern do.	1	1	3	4	1
Total ...	3	3	8	22	7

Government Resolution, No. 3602, dated 4th October 1913, Financial Department.

Section 59, page 21.

Substitute the following for the list :—

Circle.	Head clerks on pay Rs.			Clerks on pay Rs.	Junior clerks on pay Rs.
	125—10—175	100	80	25—2—75	20
Northern Circle	1	1	6	39	38
Central do.	1	1	7	40	55
Southern do.	1	1	7	36	40
Sind do.	1	0	6	20	23
Total ...	4	3	26	135	156

The appointments on pay of Rs. 125—10—175 are 'progressive' and those on pay Rs. 25—2—75 are 'time-scale.' The increment according to the above scale is not to be given as a matter of course but should be given only in such cases as may be considered to be deserving of it and that it should be stopped by way of punishment wherever such a course is found to be necessary.

21.

Foot note '§' to section 59, page 21.

Substitute "Government Resolutions, Revenue Department, Nos. 404 and 3307, dated 16th January and 31st March 1911, respectively," for the whole existing entry.

C (II). LOWER SUBORDINATE BRANCH—*concluded.*

Leave.

Foresters' and Guards' leave rules.

56. The privilege leave rules for members of the Lower Subordinate staff of the Foresters grade and Guards are governed by the Civil Service Regulations.*

Pension and Gratuity.

Pension and gratuity admissible to lower subordinates.

57. The rules applying to the Lower Subordinate Forest Service for pension and gratuity are governed by the Civil Service Regulations. The 16th of the month should be treated, for purposes of pension, as the date of birth of an officer in whose case year and month of birth are known, but precise date is unknown.†

D. Clerical Establishment.

Appointments.

Qualification for clerkship.

58. Candidates eligible for employment as clerks in the Forest Department must hold the following certificates:—A pass certificate for the Bombay University School Final Examination, or the full Senior Commercial Examination of the London Chamber of Commerce, or the Second Grade Public Service Certificate Examination.‡

Clerical establishment.

59. The clerical establishment in Bombay is composed of the following appointments:—

Circle.	Head Accountant on pay Rs. 120.	Clerks on pay Rs.										
		100	80	60	50	45	40	35	30	25	20	15§
Central Circle	...	1	1	1	9	...	2	...	8	...	15	16
Southern „	...	1	1	1	7	...	6	...	9	...	11	8
Northern „	...	1	...	1	7	...	5	1	9	...	9	14
Sind „	1	...	1	...	1	4	...	1	2	3	3	5
Total ...	1	3	3	3	24	4	13	2	28	3	38	43

* No. 104 (Financial), dated India Office, London, 15th July 1904.

† Government Resolution No. 806, Financial Department, dated 15th February 1908.

‡ Government Resolution No. 1362, dated 7th July 1903, and Notification No. 1764, dated 2nd September 1903.

§ Government Resolutions No. 2586, dated 10th September 1885; No. 2913, dated 13th October 1885; and No. 2976, dated 23rd October 1885.